

BEFORE THE MERIT EMPLOYEE RELATIONS BOARD

In The Matter Of:

Dianne L. Gadow,

Grievant

Docket 95-03-04

OPINION

Present:

Katy K. Woo, Chairperson  
Robert Burns, Vice-Chairperson  
Walter Bowers, Board Member  
Dallas Green, Board Member

John F. Brady, Deputy Attorney General  
Counsel for the Board

Janice Tigani, Deputy Attorney General  
Counsel for the Department of Services for Children, Youth and  
Their Families

Rip Shivone, Deputy Director, Youth Rehabilitative Services  
Department of Services for Children, Youth and Their Families

Chuck Watkins, Personnel Administrator  
Department of Services for Children, Youth and Their Families

Dianne L. Gadow

Michael Maguire, Esquire  
Counsel for the Grievant

The Merit Employee Relations Board ("the Board") conducted a hearing on March 29, 1995 in the Public Safety Building in Dover, Delaware. The hearing concerned the appeal by Ms. Gadow for removal of two written reprimands from her personnel file with the Department of Services For Children, Youth and Their Families ("the Department") for negligence in the performance of duty.

## SUMMARY OF THE EVIDENCE


At a pre-hearing conference between John F. Brady, counsel for the Board, and Michael Maguire and Janice Tigani, counsel for the parties, held immediately prior to the hearing, counsel for the parties indicated they had reached a successful resolution of the grievance. The agreement called for retraction and removal from the personnel records of Ms. Gadow the second reprimand dated February 3, 1994. The first reprimand, dated January 27, 1994, was to remain in effect for one year from date of issue and then removed.

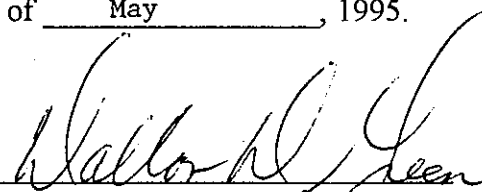
## DECISION

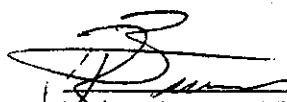
Based upon the agreement reached by the parties and submitted to the Board for approval, the Board finds the agreement acceptable to have the second reprimand retracted and removed from the personnel file and the first reprimand to be in effect for one year from date of issue.


Since one year elapsed on January 27, 1995, the first reprimand was effectively removed on that date and will be physically removed from the permanent file immediately.

IT IS SO ORDERED, this 11th day of May, 1995.

  
Katy K. Woo, Chairperson

  
Dallas Green

  
Robert Burns, Vice-Chairperson

  
Walter Bowers

Issue Date: May 11, 1995

JFB:evm  
3/31/95